



DEPARTMENT OF THE NAVY

NAVAL RESERVE READINESS COMMAND

REGION ELEVEN

NAVAL AIR STATION DALLAS TEXAS 75211-0502

REDCOMREG11INST 5350.1F

Code 05A

3 FEB 1984

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COMNAVBRESREDCOMREG11INST INSTRUCTION 5350.1F

Subj: DRUG AND ALCOHOL ABUSE PREVENTION AND CONTROL

Ref: (a) OPNAVINST 5350.4E  
(b) COMNAVBRESFORINST 5350.4E

1. Purpose. To establish and provide guidance for identification and prevention of drug and alcohol abuse in Region Eleven.
2. Cancellation. REDCOMREG11INST 5350.1E.
3. Discussion. Drug and alcohol abuse is exceedingly costly in man-hours and has a severe impact on the morale of members who work with or for a drug/alcohol abuser. Substance abuse destroys the readiness capability of the Navy and impedes performance and military discipline. CNO has repeatedly confirmed his policy of 'Zero Tolerance' of both drug abuse and alcohol abuse. Reference (a) provides guidance for the policy of the Department of the Navy. Reference (b) establishes responsibility applicable to the Naval Reserve. The Drug/Alcohol Program Advisor (DAPA) for REDCOM 11 will coordinate this program throughout our region. Requests for assist visits will be in writing to the Readiness Commander.
4. Action
  - a. Commanding officers, and officers-in-charge shall:
    - (1) Establish a command environment that discourages drug and alcohol abuse.
    - (2) Designate in writing a top performing E-6 or above (E-5 with waiver) as the DAPA.
    - (3) Designate in writing a top performing E-6 or above as the Urinalysis Coordinator.
    - (4) Establish a urinalysis testing program per reference (a).
  - b. DAPA shall:
    - (1) Complete DAPA training within 90 days of assignment per reference (a).
    - (2) Advise the Commanding Officer on the administration of the command alcohol and drug abuse program.

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(3) Conduct administrative screenings (including reviewing health and service records) of identified alcohol and drug abusers. Members who do not meet physical readiness standards will provide the CAAC, the medical officer, and the Commanding Officer with information for use in determining case disposition.

(4) Serve as the command self-referral procedure agent.

(5) Draft Drug and Alcohol Abuse Reports (DAAR) for the Commanding Officer's signature.

(6) Provide drug and alcohol abuse program information as part of the command orientation process.

c. Urinalysis Coordinator shall:

(1) Be designated in writing by the Commanding Officer.

(2) Advise the Commanding Officer on all matters relating to urinalysis testing including testing methodology, collection, and transportation of samples to the Navy Drug Screening Lab (NDSL).

(3) The coordinator shall be, along with the DAPA, a command resource for the Navy Drug and Alcohol Program.

(4) Urinalysis screening will be administered per references (a) and (b) by personnel assigned by the Commanding Officer. Random sample tests consisting of 10% to 20% of each unit will be done on a monthly basis. (Note: The DAPA is not to be used as the Urinalysis Administrator or an observer).

d. Disposition of identified abusers

(1) All suspected or identified abusers shall be screened by the DAPA and referred to other resources as necessary to determine the extent of the abuse problem and the recommended treatment.

(2) Personnel demonstrating excellent potential for further Naval service shall be afforded the recommended treatment and retained within current Navy guidelines.

(3) Personnel found not amenable for treatment or identified as having no potential for further productive service will be administratively separated from the Naval Service per references (a) and (b).

(4) Incidents of repeat abusers shall be handled per references (a) and (b).

e. Commands will provide an environment that encourages 'Zero Tolerance' by deglamorizing the image of the 'macho' drinker by accomplishing the following:

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(1) Ensure that nonalcoholic beverages are available in ample quantity at all unit functions.

(2) Encourage non-drinkers and recovering alcoholics to attend unit functions to reinforce that enjoying one's self does not require consuming alcoholic beverages.

(3) Emphasize the attitude that, 'It's OK not to drink.'

(4) Recognizing that alcoholism is a disease and that adverse attitudes towards recovering personnel will not be tolerated.

f. Drug and Alcohol Abuse Training

(1) All new personnel will receive training covering drug and alcohol abuse awareness, Navy policy, programs and procedures, personal accountability, alternative to abuse, and the role of leaders and supervisors.

(2) All supervisor personnel shall receive training in early detection and identification of suspected abusers. Additionally, they shall be trained in documentation, performance counseling and intervention skills.

g. Identification of Drug and Alcohol Abusers

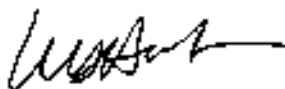
(1) Supervisors shall ensure that all personnel who demonstrate behavior characteristics of possible substance abusers are referred to the DAPA for screening.

(2) All personnel involved in drug/alcohol related incidents shall be screened by the DAPA and referred as necessary.

h. Reporting Requirements

(1) The Drug and Alcohol Abuse Report (DAAR) shall be submitted per references (a) and (b) whenever a confirmed alcohol and/or drug abuse incident occurs.

(2) The Drug and Alcohol Abuse Semi-Annual Report (DAASAR) is required to be submitted within 20 days following the end of the reporting period per reference (b).



W. H. HUFHAM  
Chief Staff Officer

Distribution: (REDCOMREG11INST 5216.1L)

List A

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Stocked: REDCOM 11 (Code 01A)

